

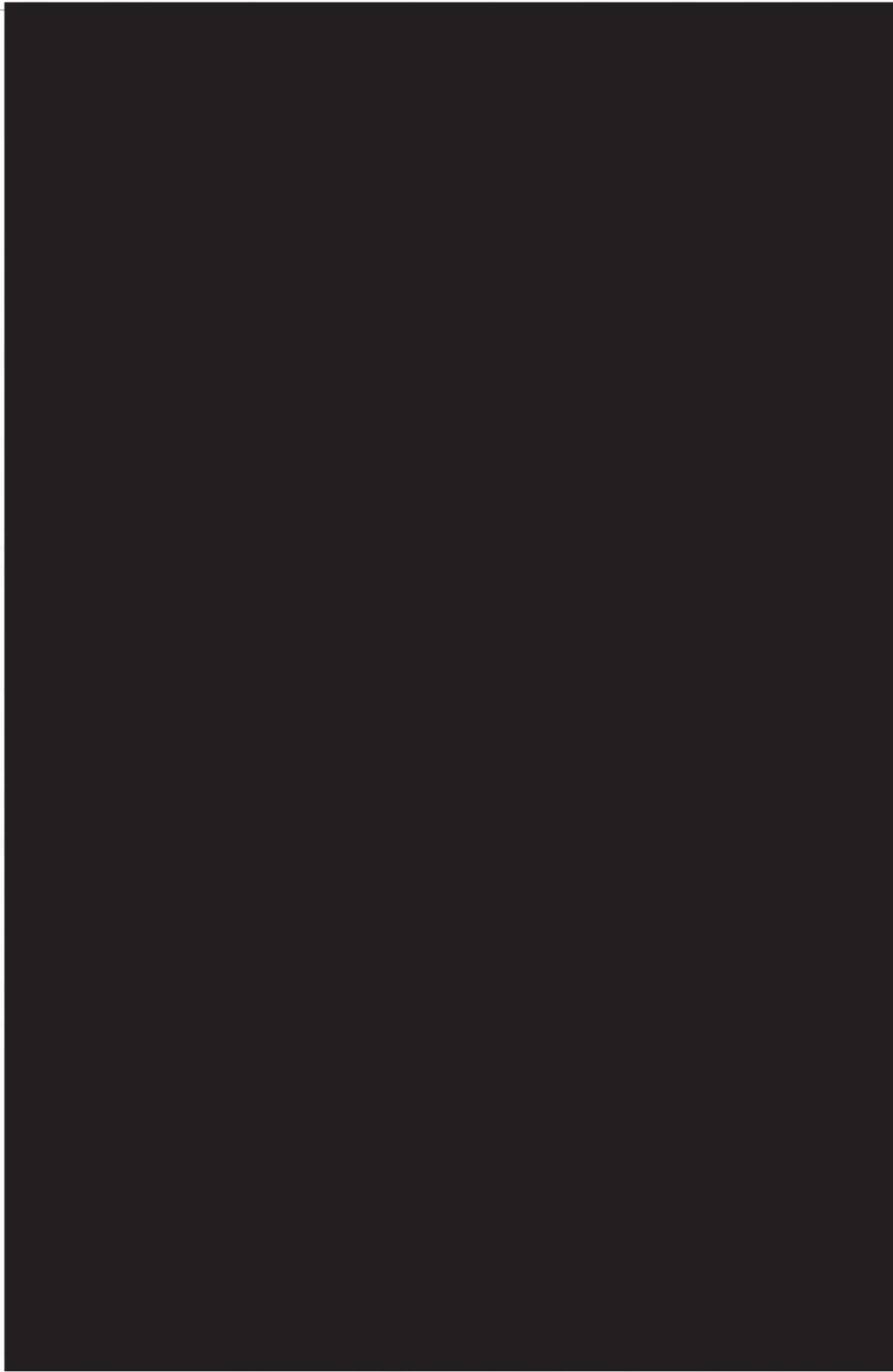
EXHIBIT 2739

to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

Part 2 of 2

Non-Exempt Pay Policy



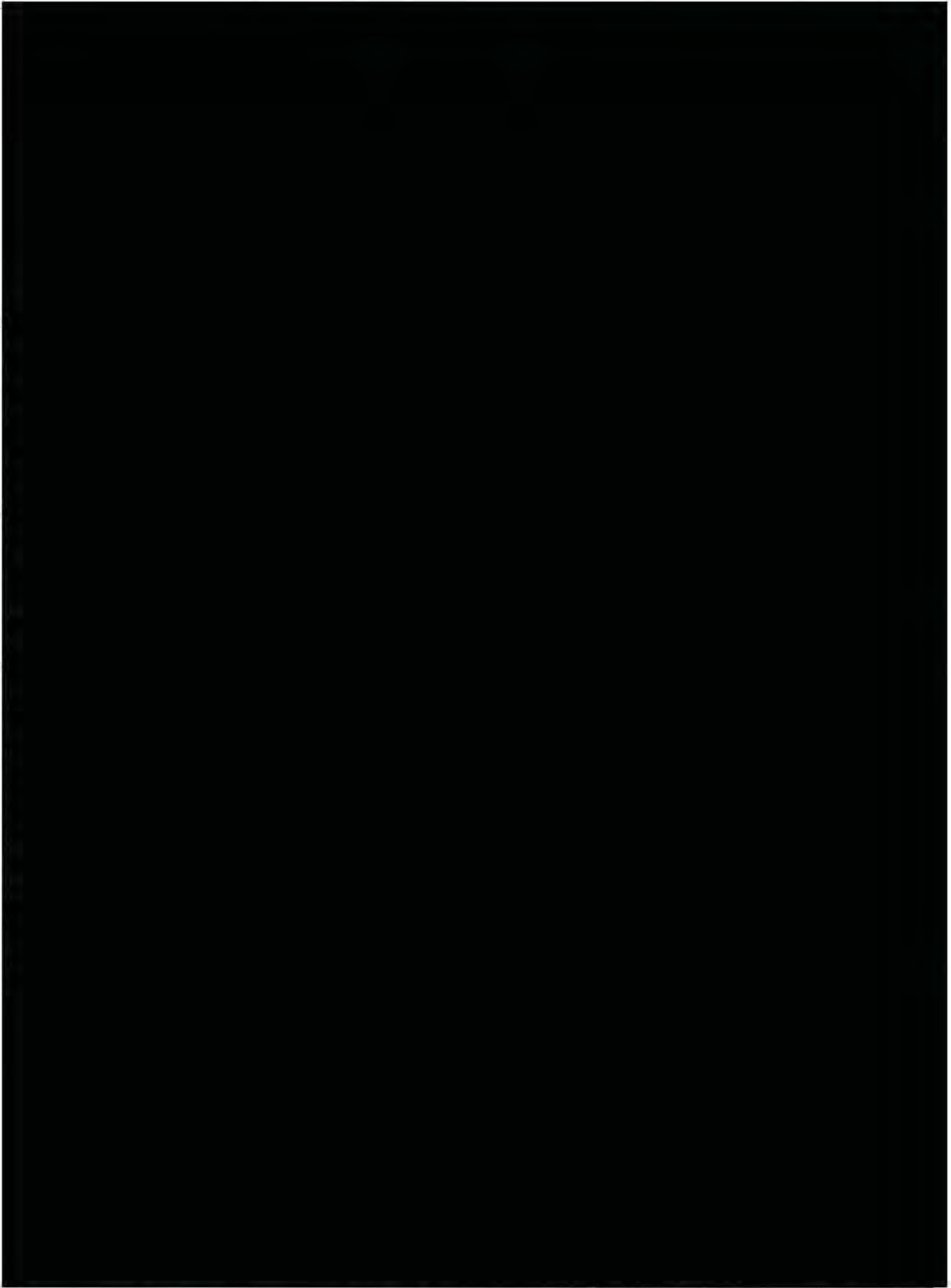
Total Rewards Toolkit

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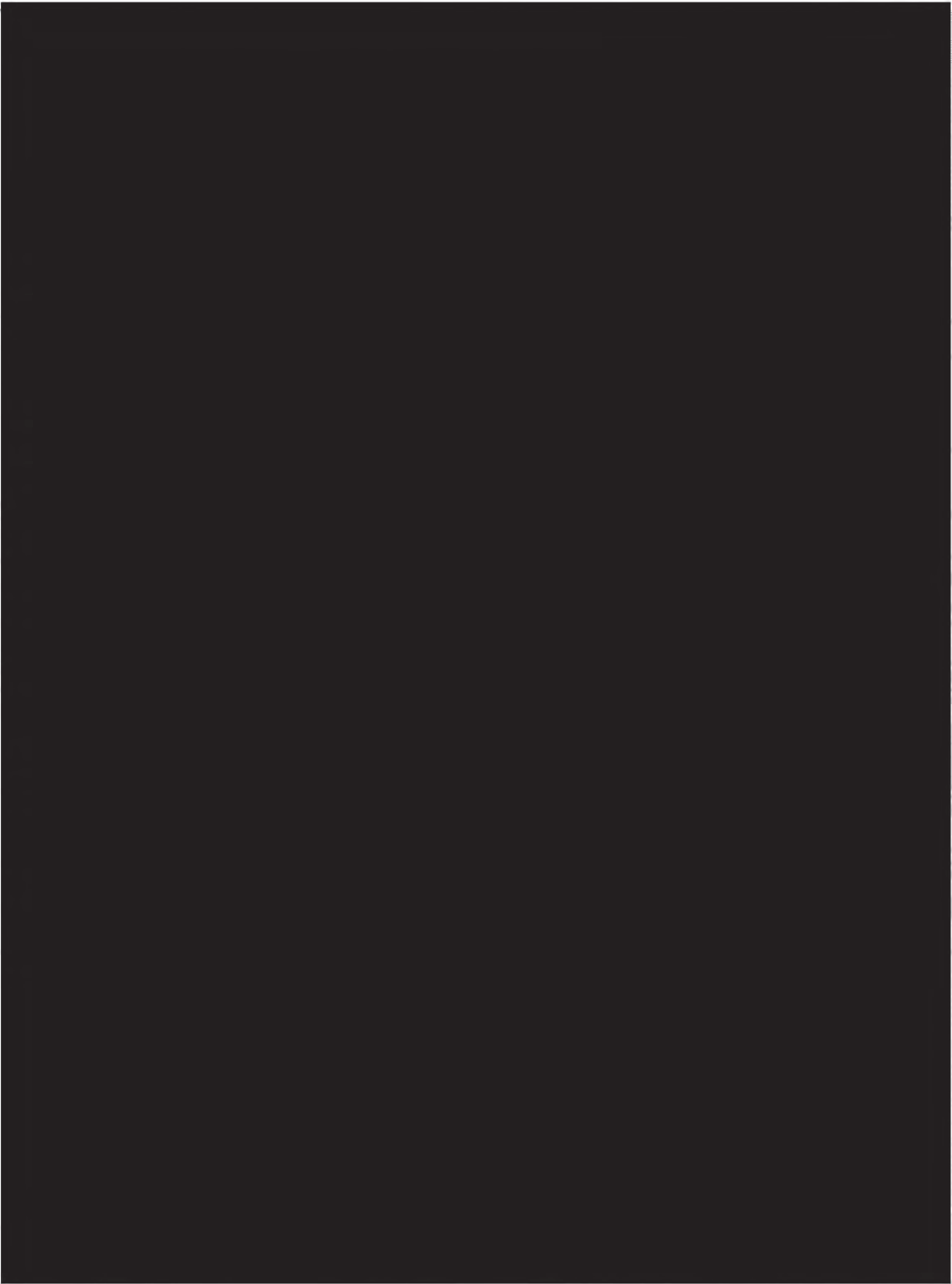
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Non-Exempt Pay Policy



Non-Exempt Pay Policy



Non-Exempt Pay Policy



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Informational/Supplementary

Non-Exempt Pay Policy

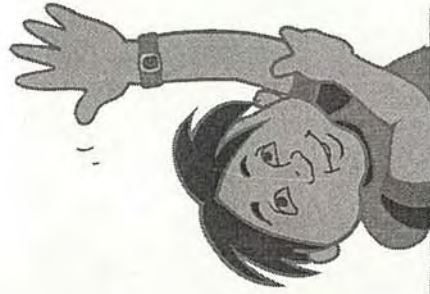


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11. Questions & Contacts



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Questions?

■ **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the**

HR Solution Center

■ **Performance management question? – See your HRBP**

■ **Pay-for-performance question? – Contact your local HR or the compensation team**

■ ***Stock Options – Your HR Leader or the Compensation Team***



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APPENDIX



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Focal Decisions 2005

Communications Session for Leaders

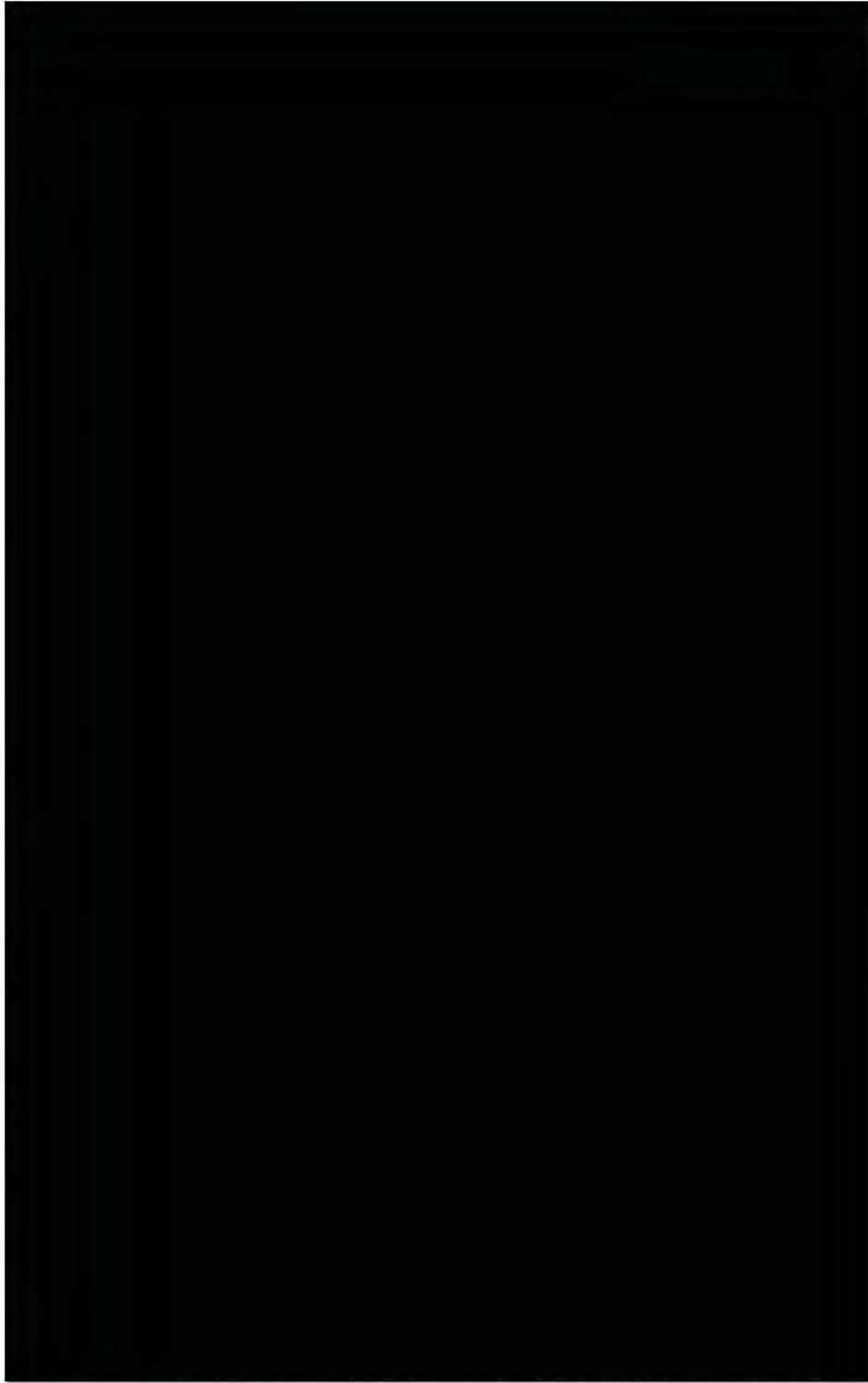
*"Differentiating Performance for Results...
Differentiating Pay Decisions for Performance"*



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What's Important?



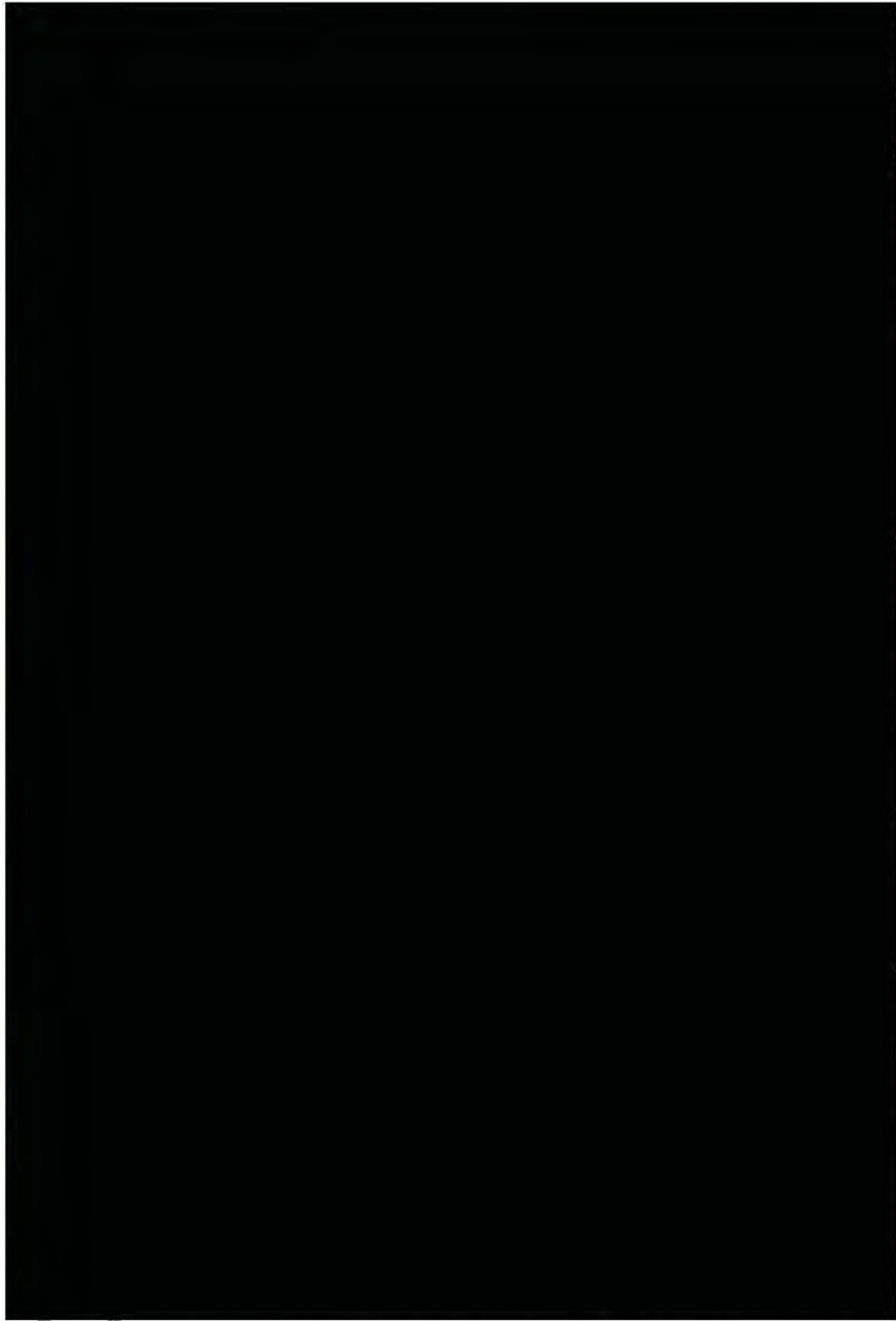
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Y1 Build a High Performance and GPTW



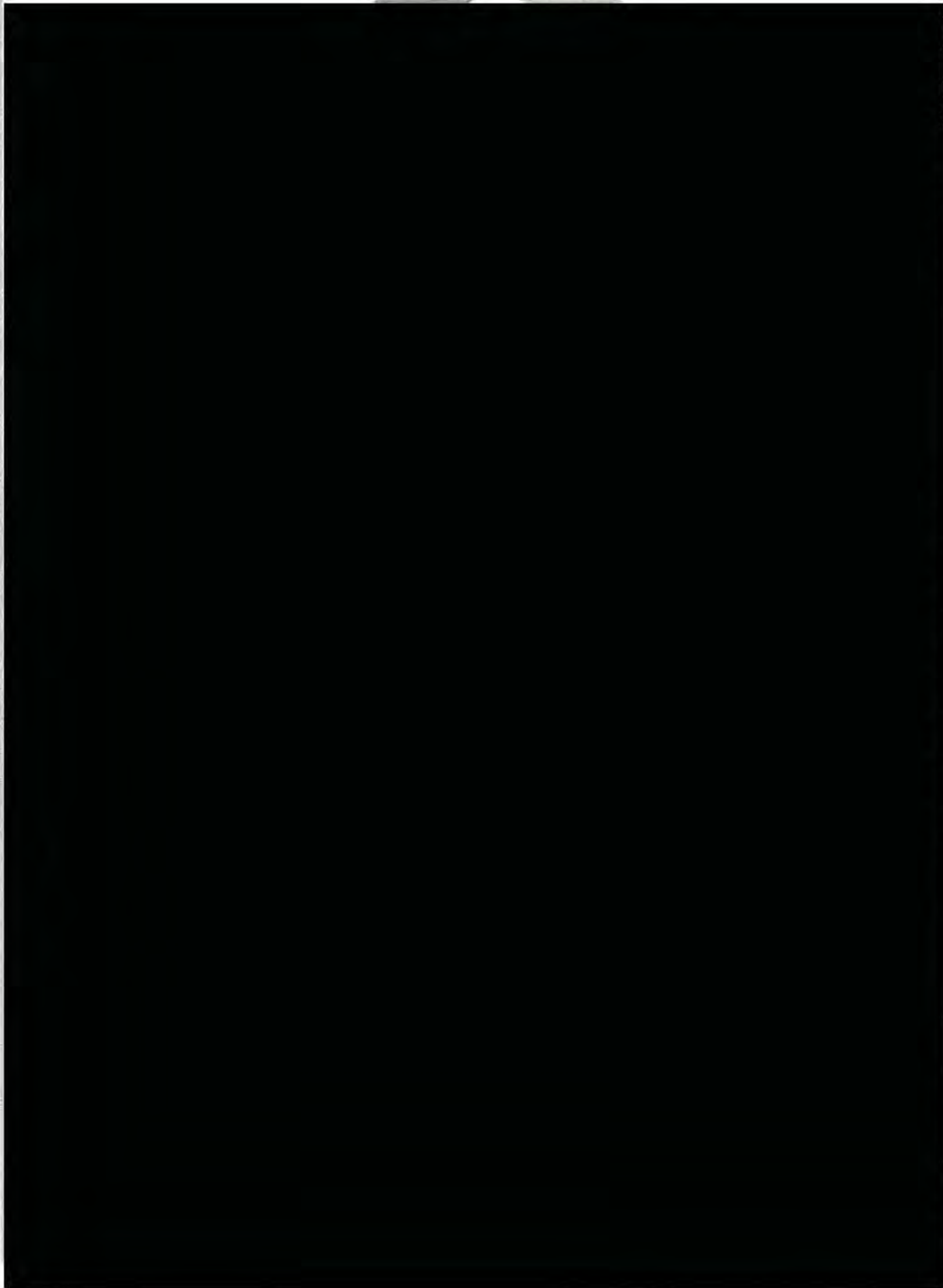
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Focal Decision Process, FY 05...



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Differentiating for Performance and Impact...

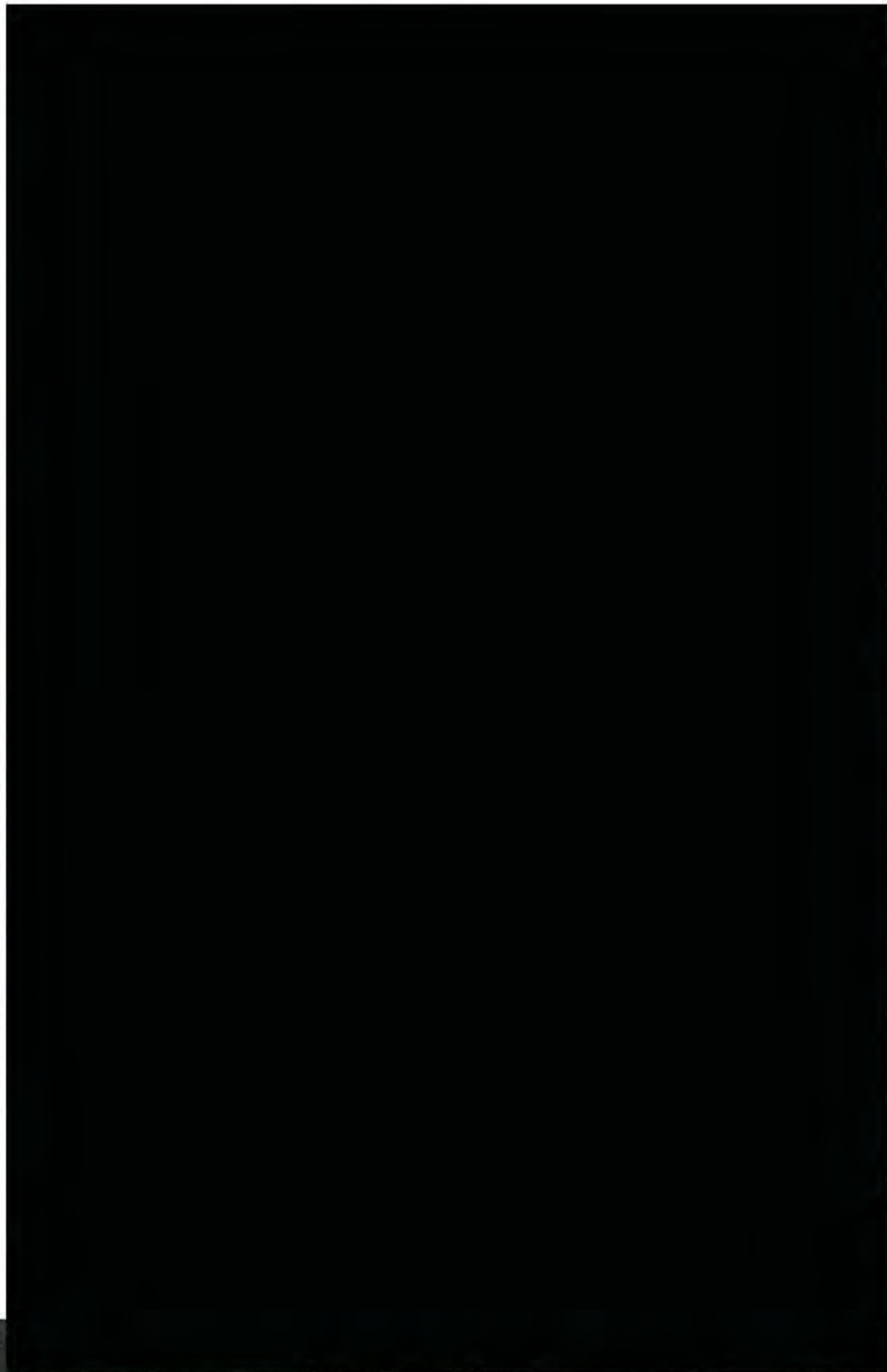


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Input: Performance Rating



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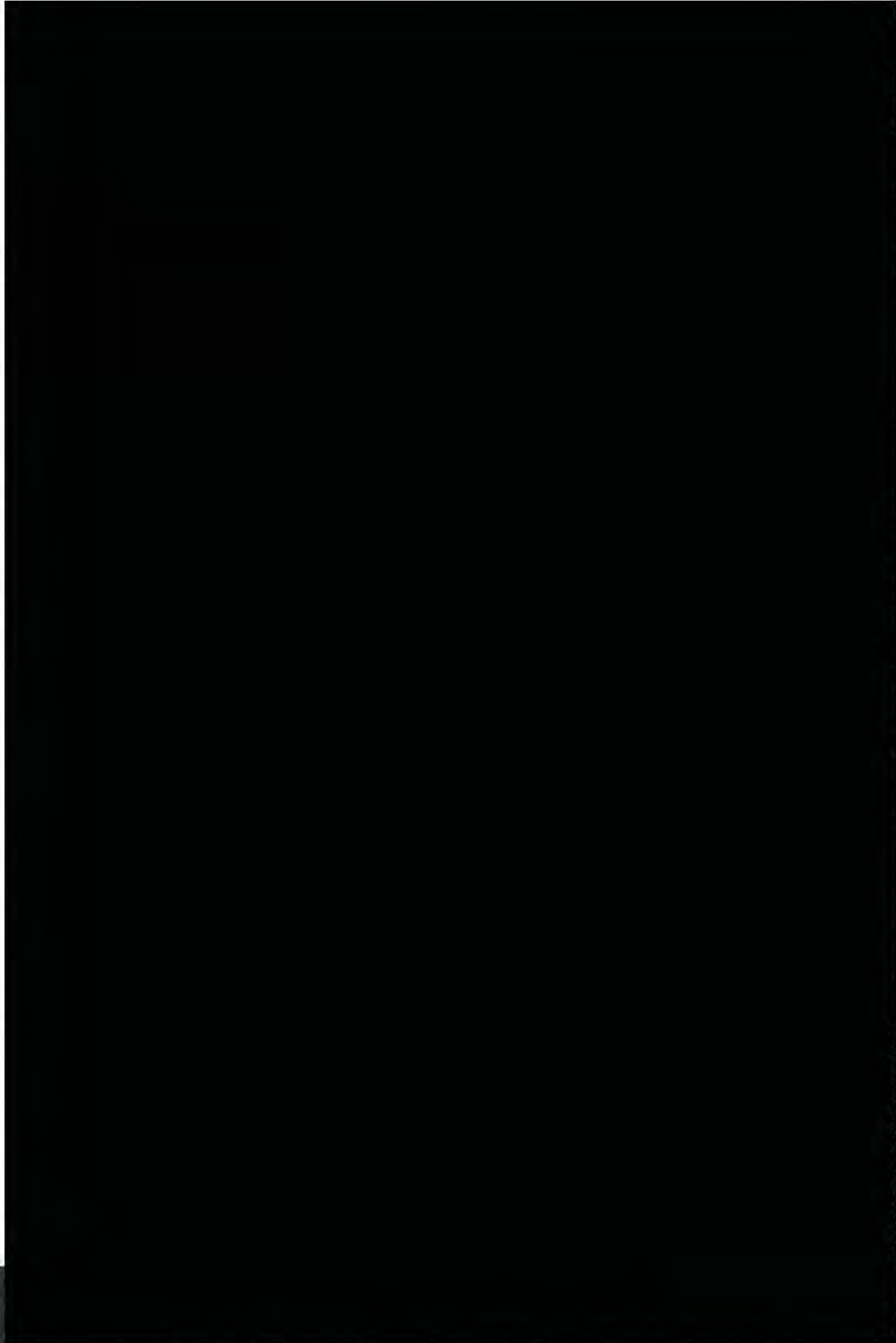
2739.101

Input: Performance Rating

- During [REDACTED] managers are responsible for:
 1. Ensuring employees have completed self reviews and provided self rating
 2. Summarizing peer/customer/ feedback collected throughout the year
 3. Drafting performance evaluations
 4. THEN... determining performance evaluation ratings and recommended pay decisions

Pay decisions follow performance decisions

Input: Performance Rating



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2739.103

Input: Performance Assessment

- **Watch for simplified Performance Review forms...available on the intranet in late May**
- **Highlights coming soon in the next "Line of Sight" communication**

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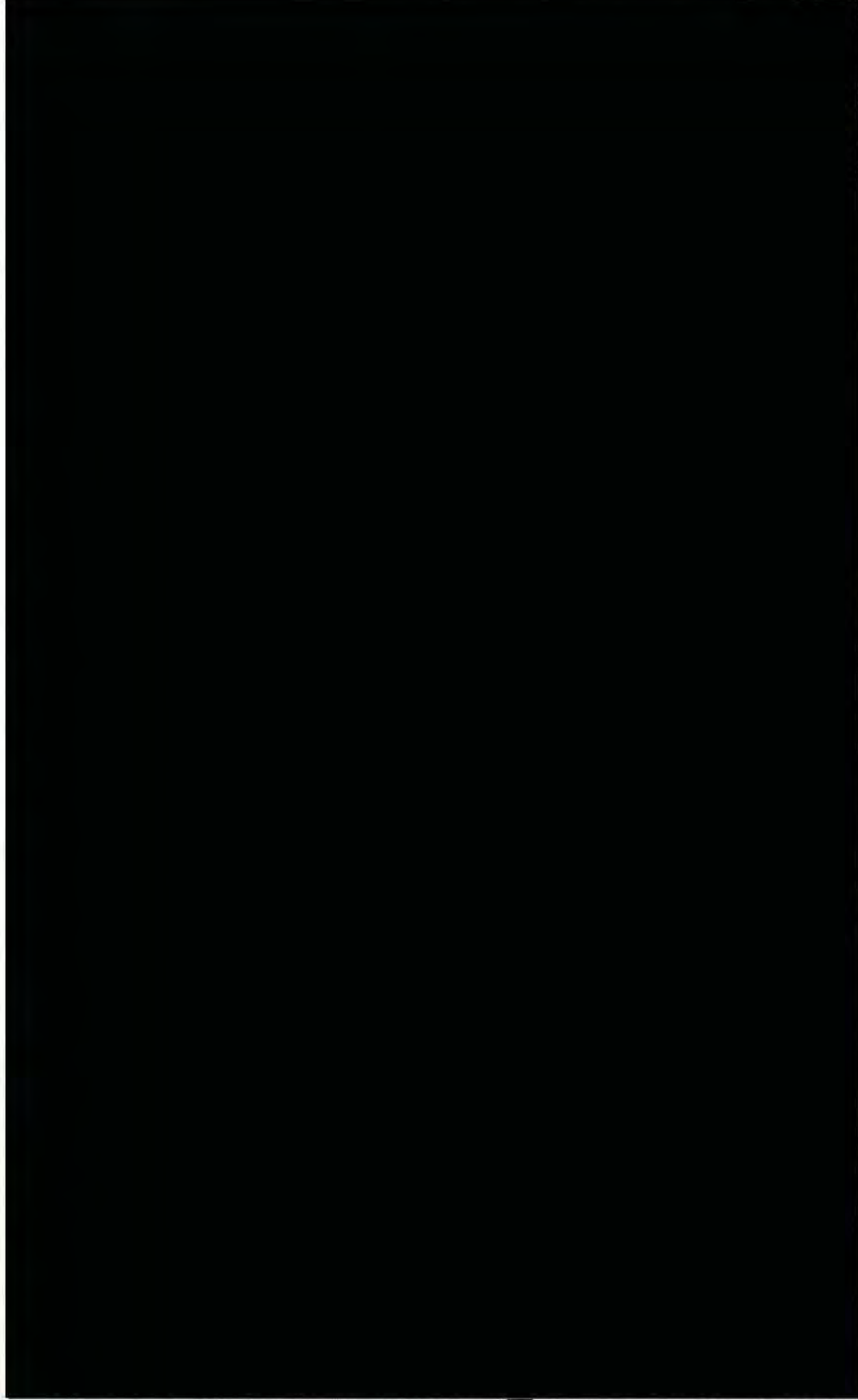
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Input: Retention Code

How Do I Think About Retention...?



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2739.105

Assess and Calibrate Across Organization

■ Performance

■ Retention

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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A Ranking Tool to Help with Rationale and Clarity



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Input: External Market Review

Internet Explorer - Search for "PDP3" - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Reload Home Search Favorites Media

Address: https://www.quickbase.com/db/bapra7id?act=QuickSearch&srhtxt=PDP5&srchwhich=bapra7id

Intuit QuickBase

Help Sign Out Users Go To Add

Customize

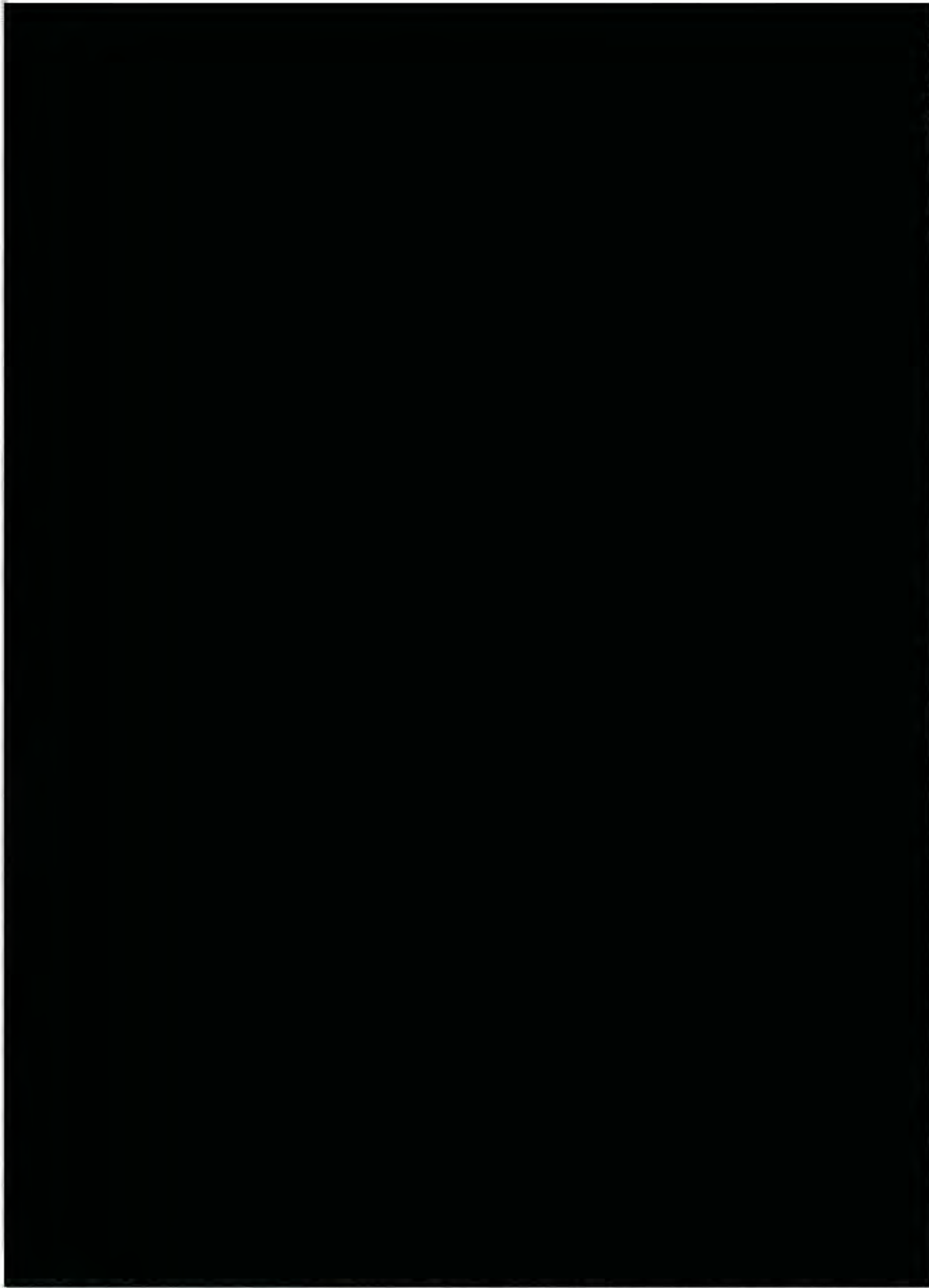
▶▶▶ Total Rewards Job Information Center

Total Rewards Job Information Center Geographic Differential



2739.108

Using Market Reference Points



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Budget Recommendations are Based On...

■ [REDACTED]

• [REDACTED]

■ [REDACTED]

■ [REDACTED]

- Average Merit Budget = 3.7% (for those projecting merit increases)
- [REDACTED]
- Only 8% of companies reporting a pay freeze, down from 27% last year

■ [REDACTED]

- Unemployment at 5.2%, down from last year
- Moderate economic growth projected but inflation concerns
- Key uncertainties: Labor supply/demand and turnover

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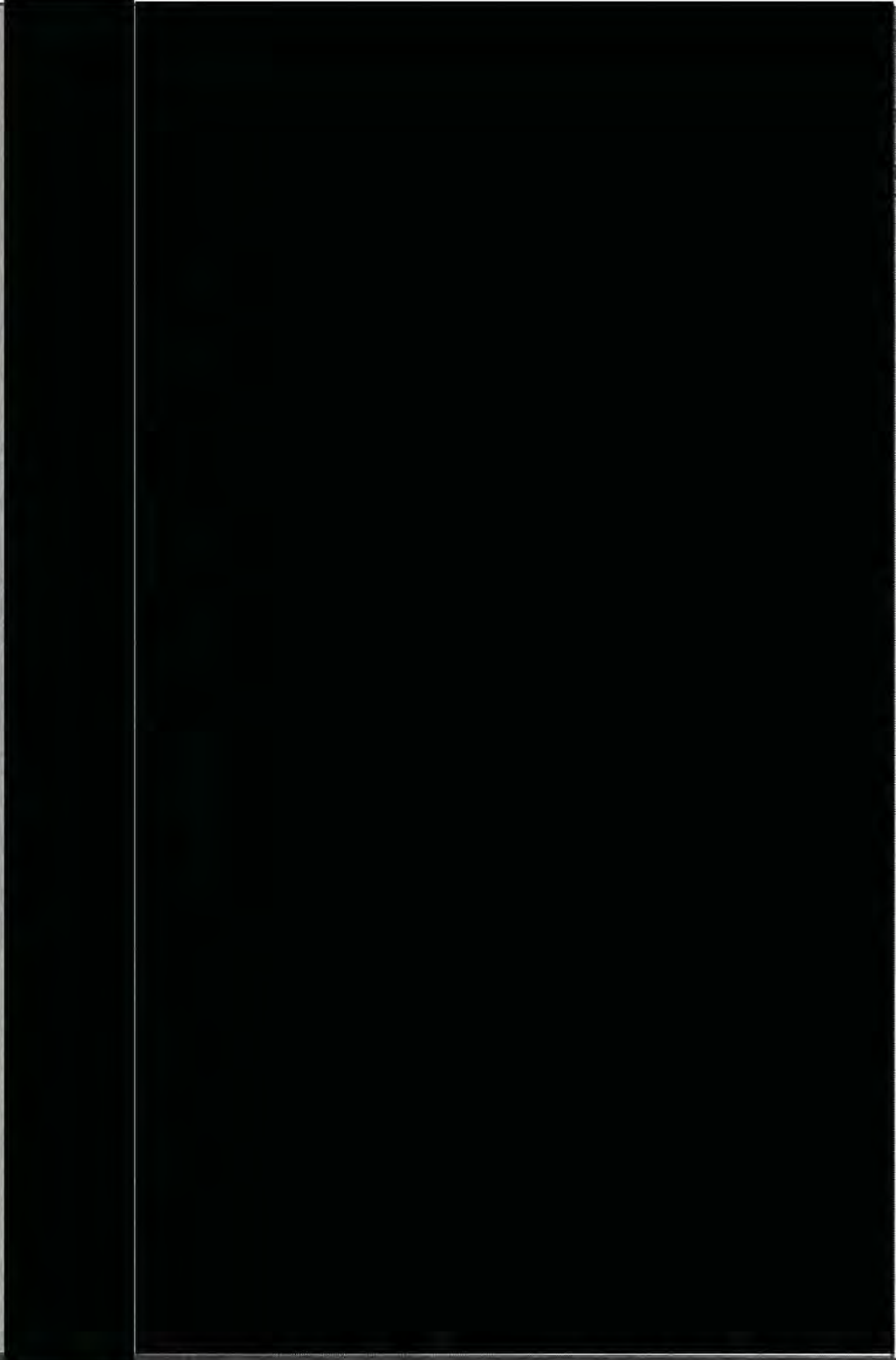
FY'06 Budget

	Intuit FY'06 Budget
Merit Increases	4.0%

No change from '05

Pay Decision Guidelines...

Increase Recommendation Guide FY'05



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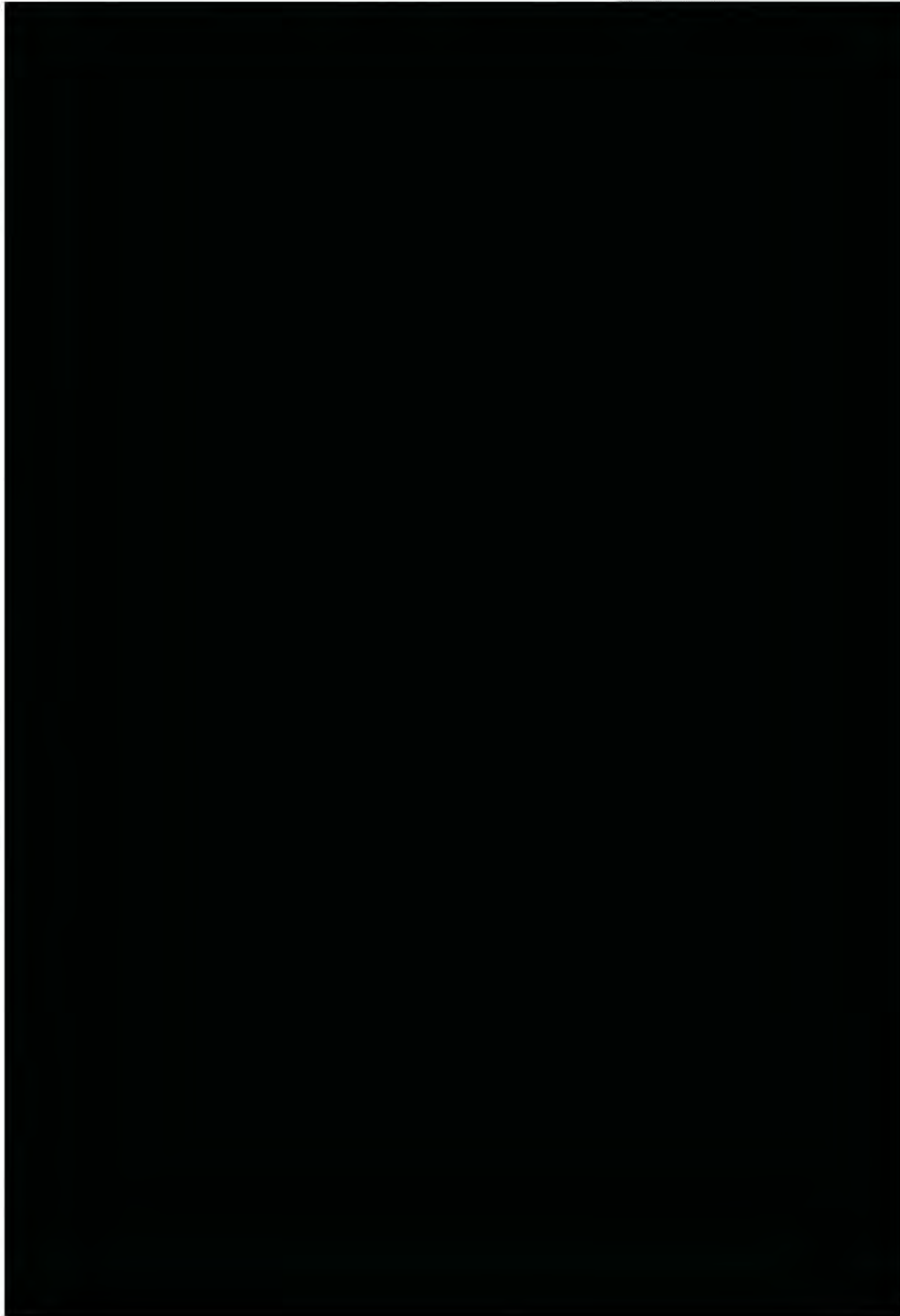
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2739.112

FY 05 – IPI Award Considerations



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2739.113

What is an Effective Pay Plan?
Also Known As, "Tips for Gaining Approval."



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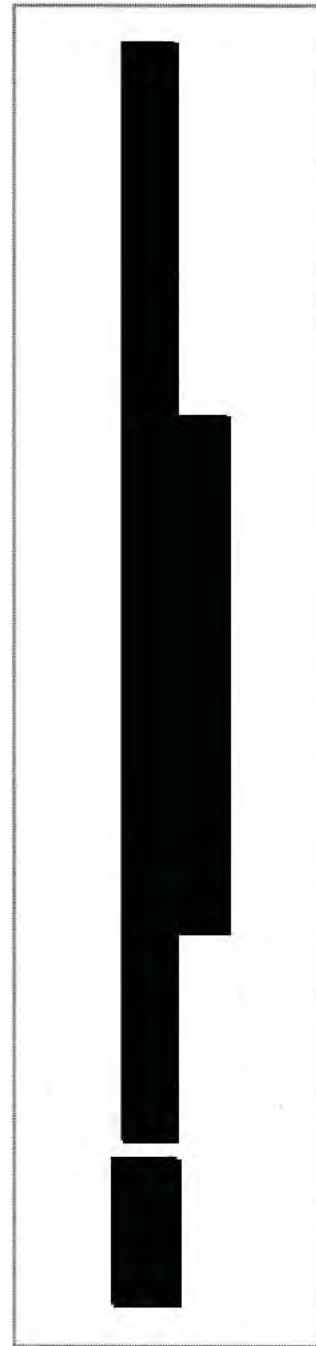
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Actions that Raise Eyebrows



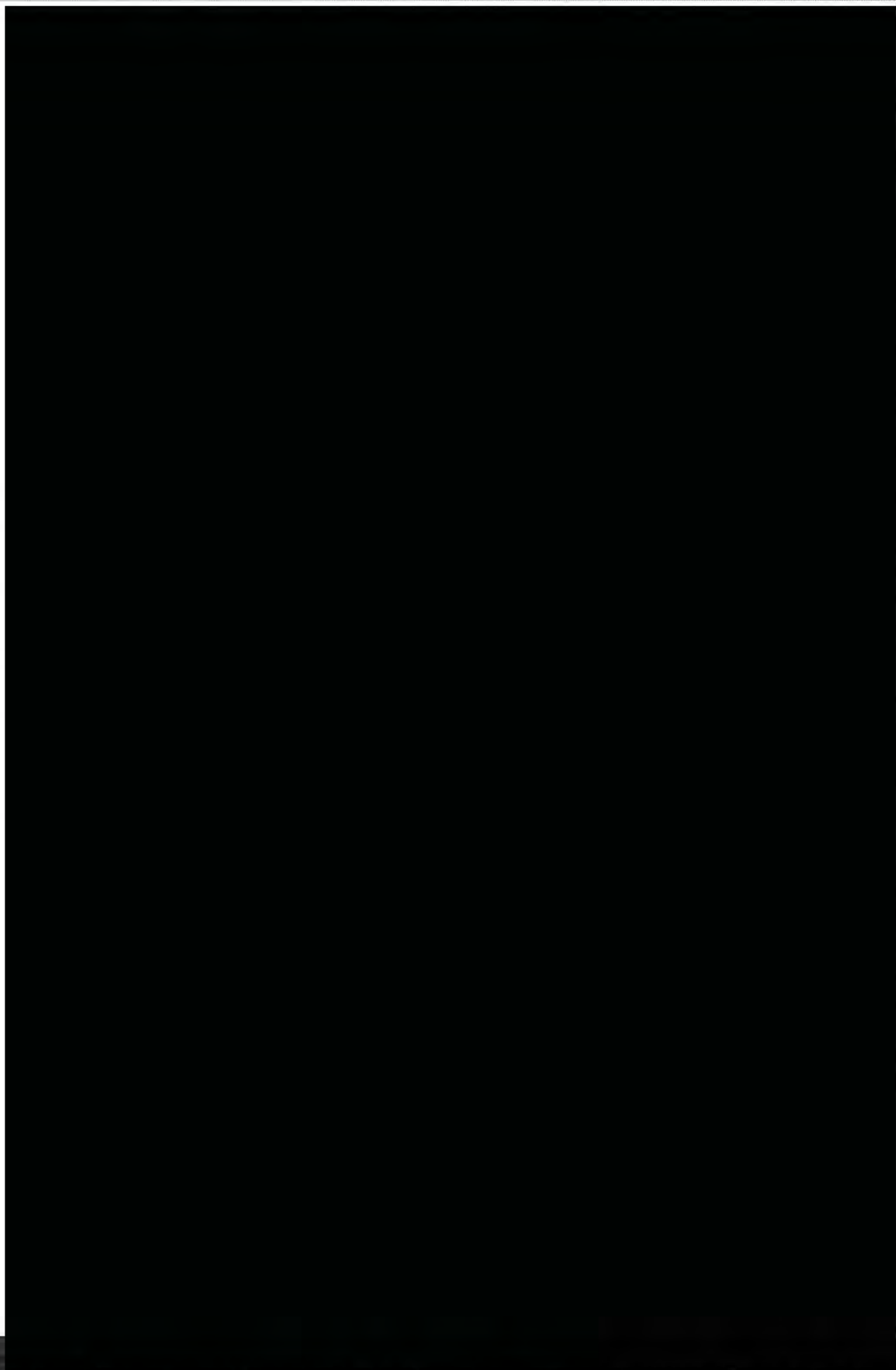
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Prorations



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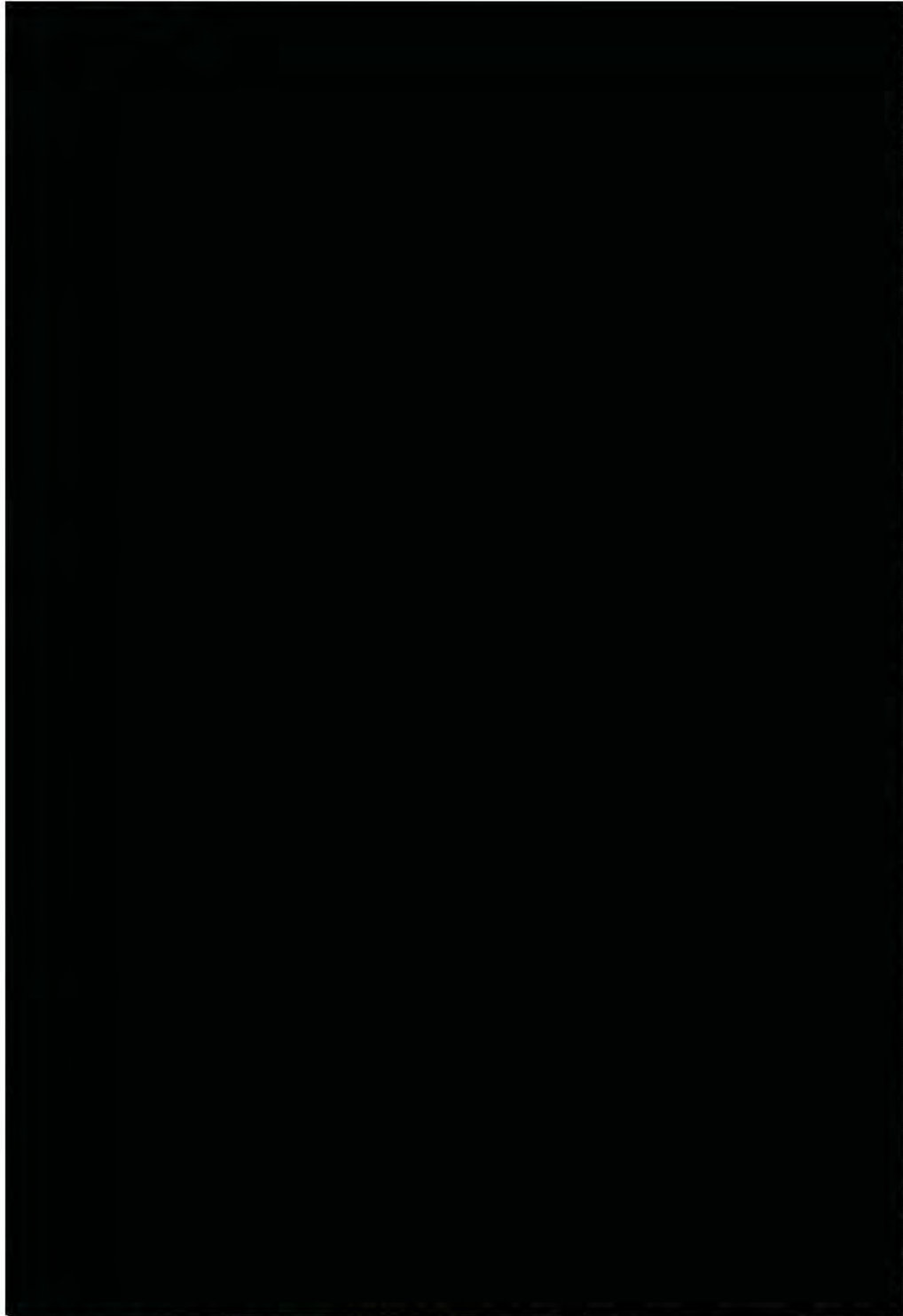
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2739.116

Review

6 Steps in Making an Effective Pay Decision



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2739.117

Pay Decision Process Checklist

■ Pre-Input

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

■ Input

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

■ Review

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

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Focal Pay Decisions and Options Timeline

May	June	July
-----	------	------

[REDACTED]

PDT - All Level Mgrs

Stock Options Tool - Levels 2&3 Mgrs Only

Note: Two
Different
Tools

[REDACTED]

[REDACTED]

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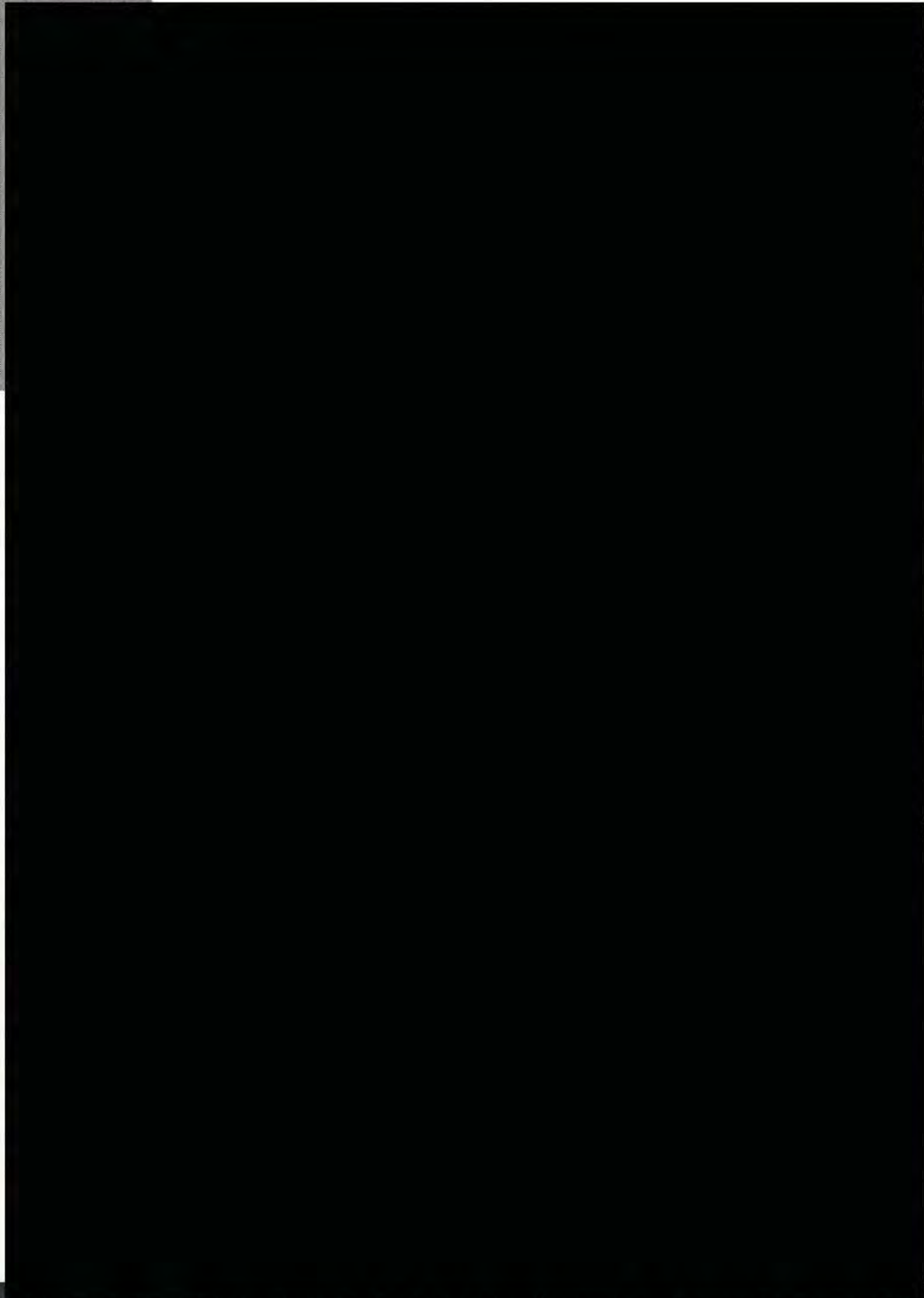
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2739.119

Reports - Individual Worksheet



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Questions?

- **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the HR Solution Center**
- **Performance management question? – See your HRBP**
- **Pay-for-performance question? – Contact your local HR or the compensation team**
- ***Stock Options – Your HR Leader or the Compensation Team***



The Pay Decision Tool (PDT) ...A Quick Intro



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The Pay Decision Tool

- Web-based Pay application...enables modeling and recommendations for the following actions:



No Stock Options At This Time In Tool

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Eligibility



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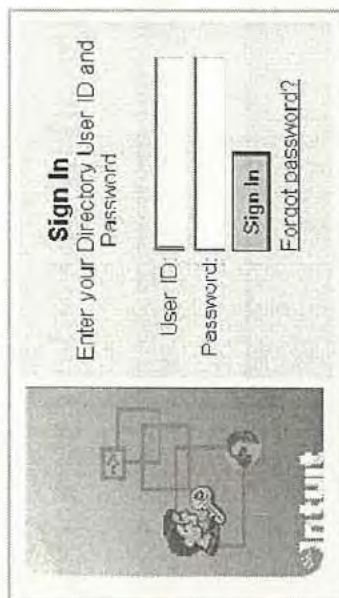
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Log On

Pay Decision Tool

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1. Enter Directory Login and Password. The Directory Login and password are the same Directory Login and password that is used for the Directory Toolbox.
2. Click the Sign In button.

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2739.125

Log On

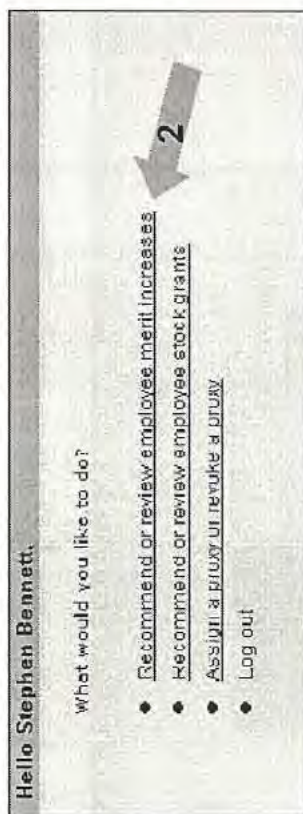
Pay Decision Tool

Intuit

Help • Directory • Toolkit • FAQs • Contact Us • Log Out

logged in as **Booth, Erica G.**, proxy for **Hennett, Stephen M.**

HRMTST88 v4.06



1. The number of options displayed depends on the level of the manager.
2. Click the “Recommend or Review employee merit increases” (Hyperlink) to go to the *Manager Summary Screen*

Pay Decision Tool

Logged in as **Smith, Pebbles M.**
HRUUA788 v5.0.5



[Help](#) - [Directory](#) - [Toolkit](#) - [FAQs](#) - [Contact Us](#) - [Log Out](#)

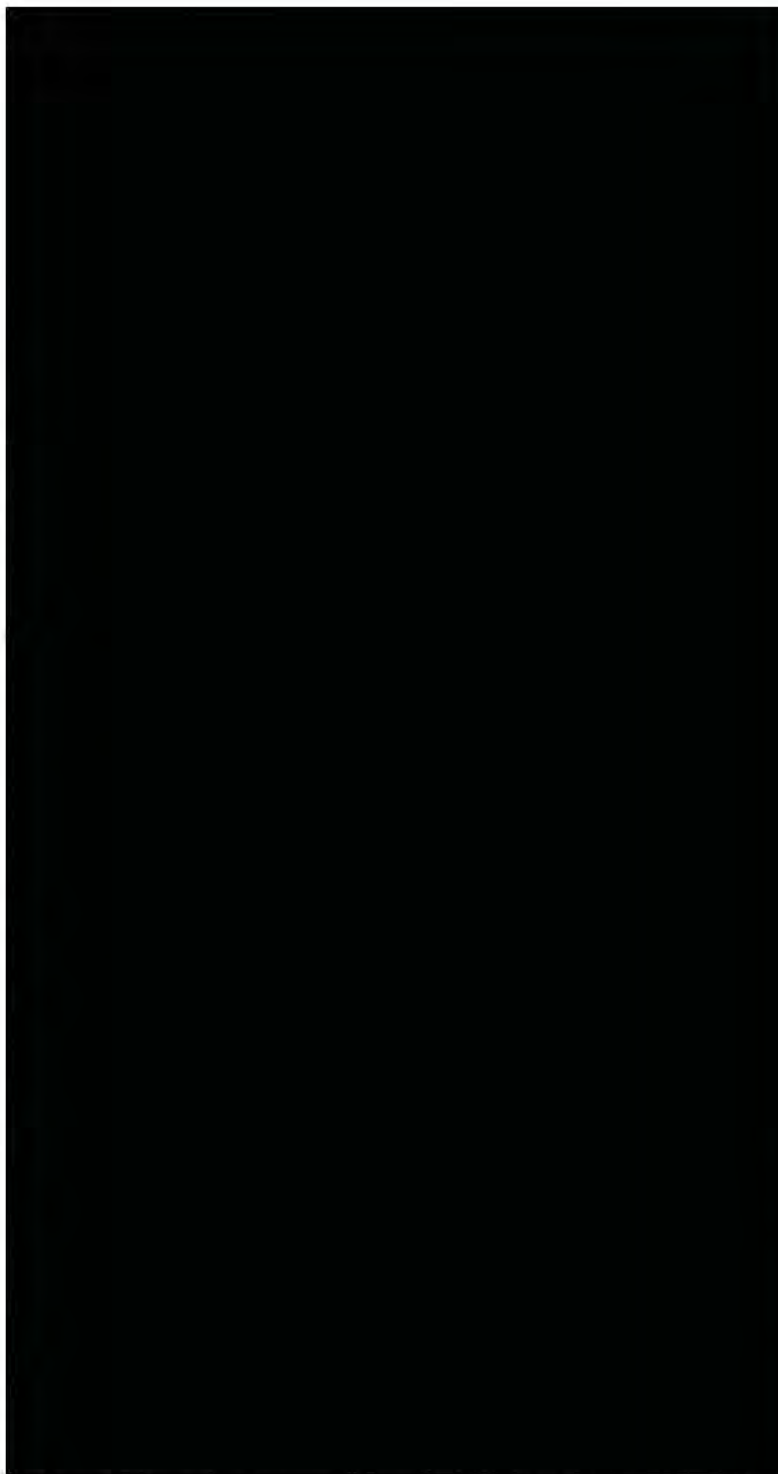
Summary for Joe Jones

You have not submitted your reviews.

Your reviews are due **07/21/05**. You have **85** day(s) remaining.

0 of **5** of your direct-report managers have finished their review(s).

0 of **5** of your direct-report managers' review(s) have automatically rolled up to the next level of management.



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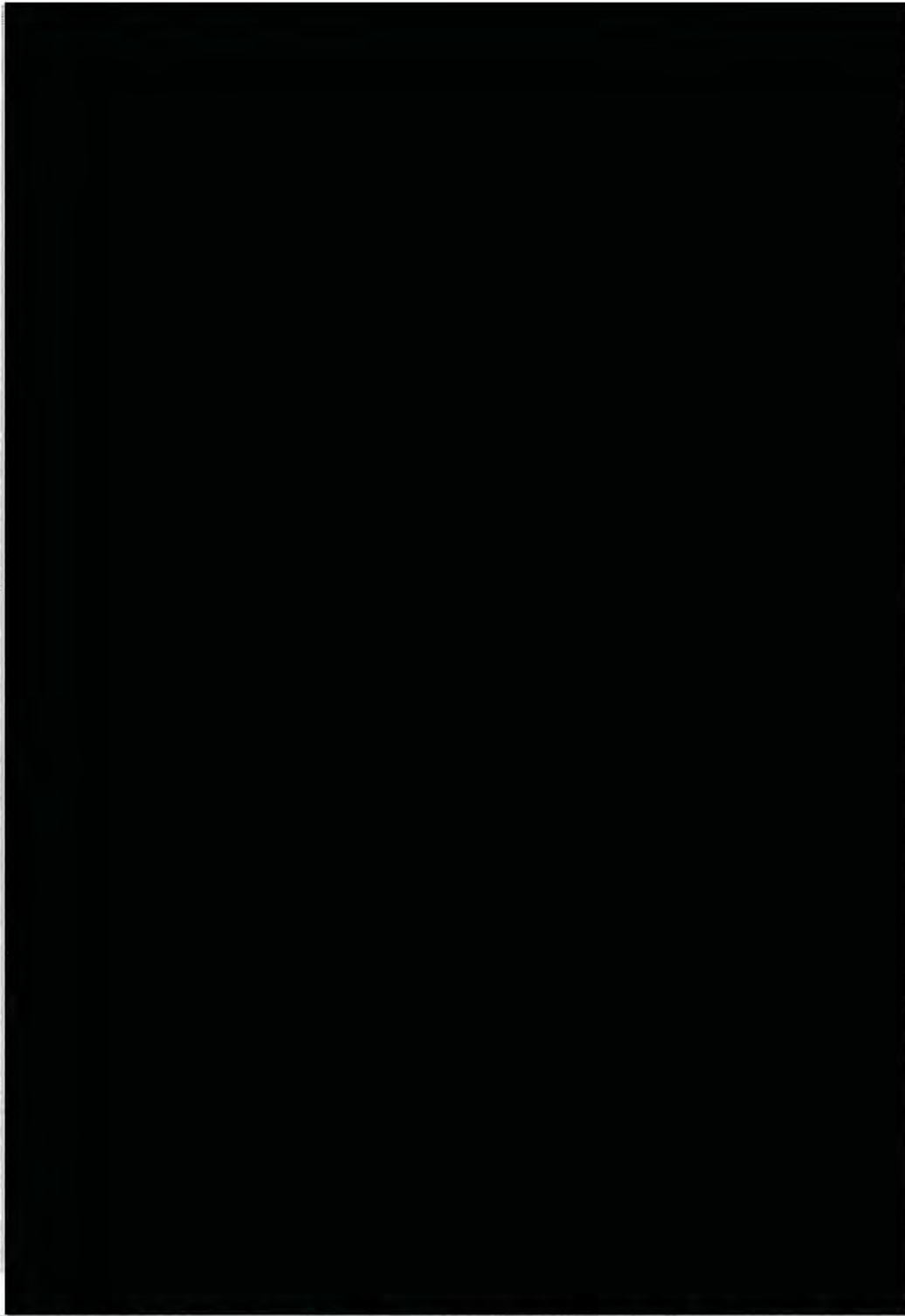
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2739.127

Manager Summary Screen

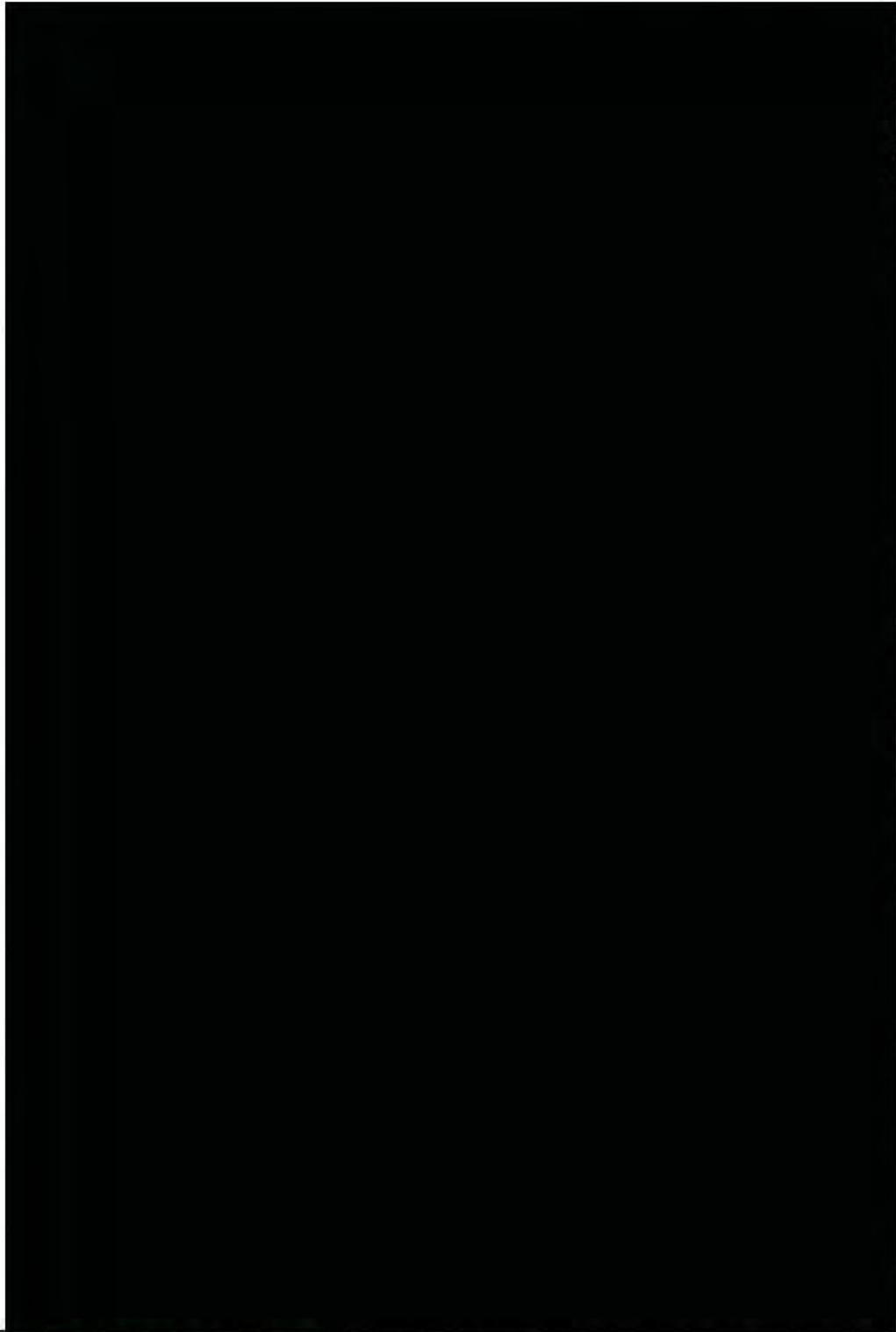


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Manager Summary Screen



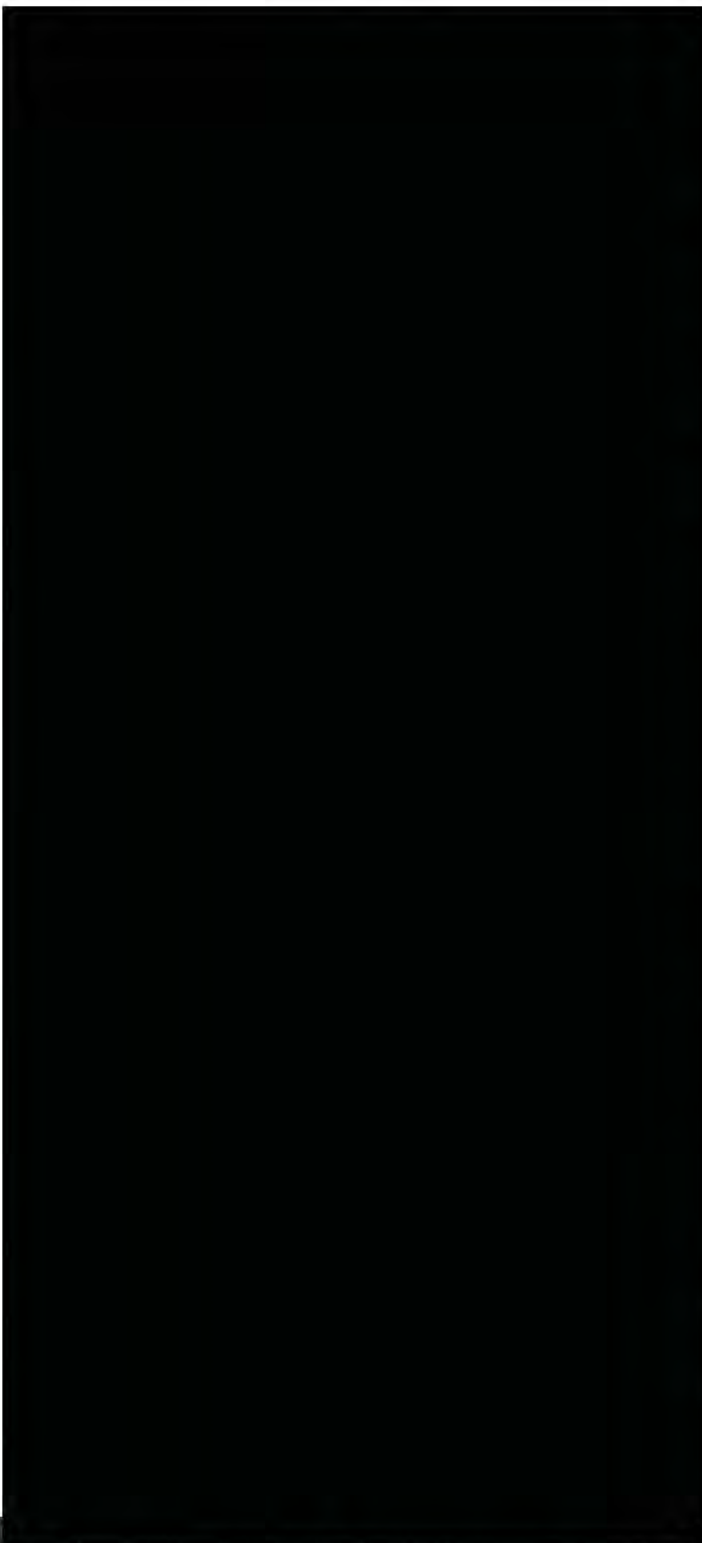
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2739.129

Manager Summary Screen



To view information about an employee, click the name of the employee. The system will then display the *Individual Worksheet*.

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Individual Worksheet

1. Name of Employee

[Redacted]

[Redacted]

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2739.131

Recommend a Merit Increase - Salaried Employee

[Redacted Content]

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2739.132

Recommend a Merit Increase - Hourly Employee

1. Increase Range reflects the Perf Rating entered



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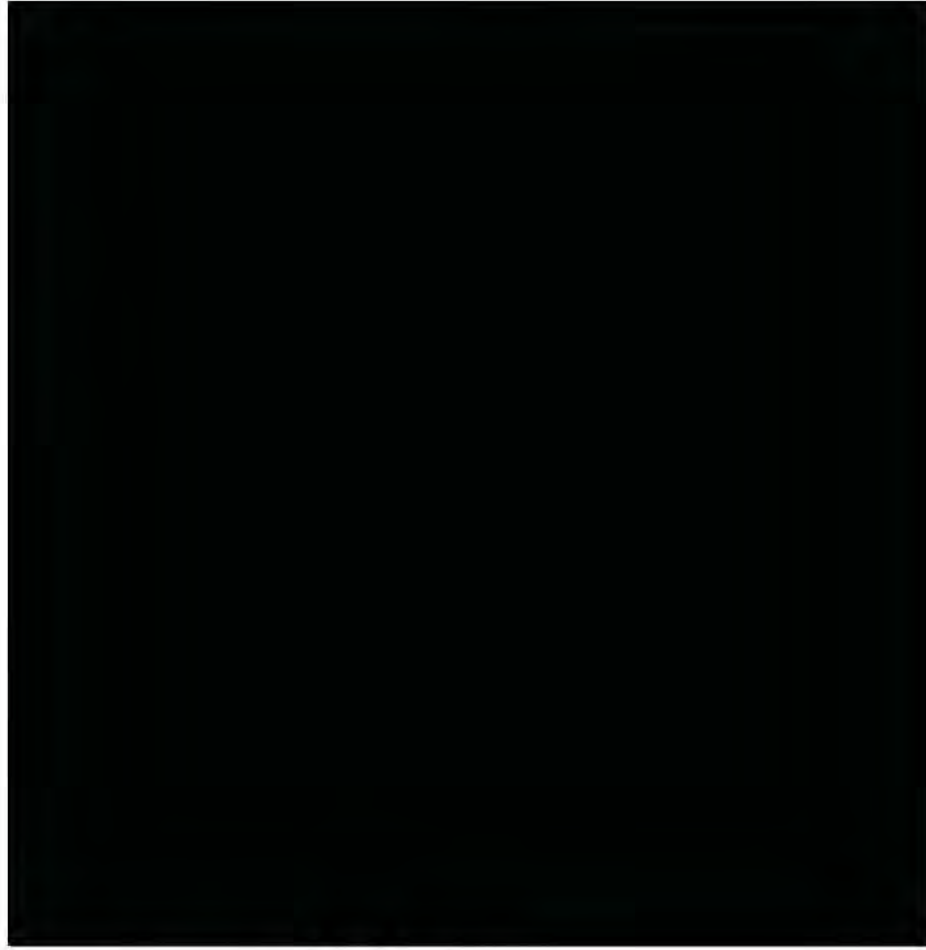
2739.133

Merit Lump Sum

1. After clicking the
"Continue" button on the



3. Enter Reason and
"Continue"



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2739.134

Adjustment



1. Enter a percentage or amount and press "Calculate", system will back calculate the field not entered.
2. Enter a "Reason" and press "Continue" to the Promotion panel

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2739.135

Promotion

1. Click "Open the Promotion Worksheet"
2. The Promotion Worksheet displays the EE's current job info.
3. Defaults to current Job Function, Job Family, choose new Job Title/Code.
4. Click "Save" to continue on to the Promotion Increase



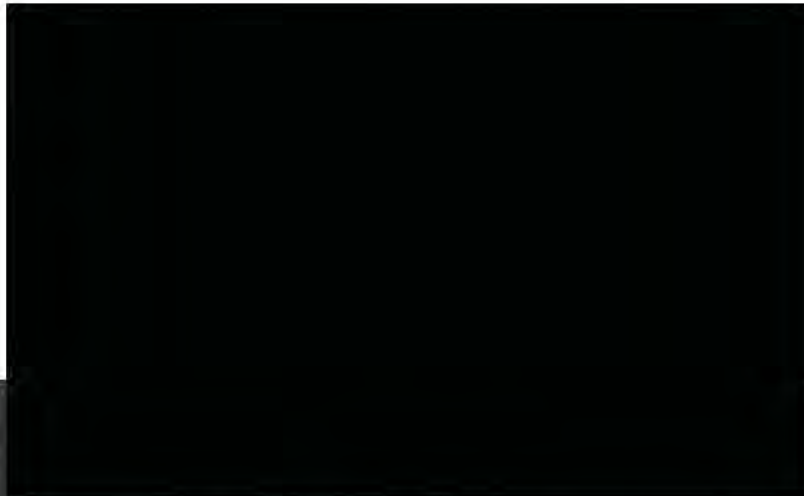
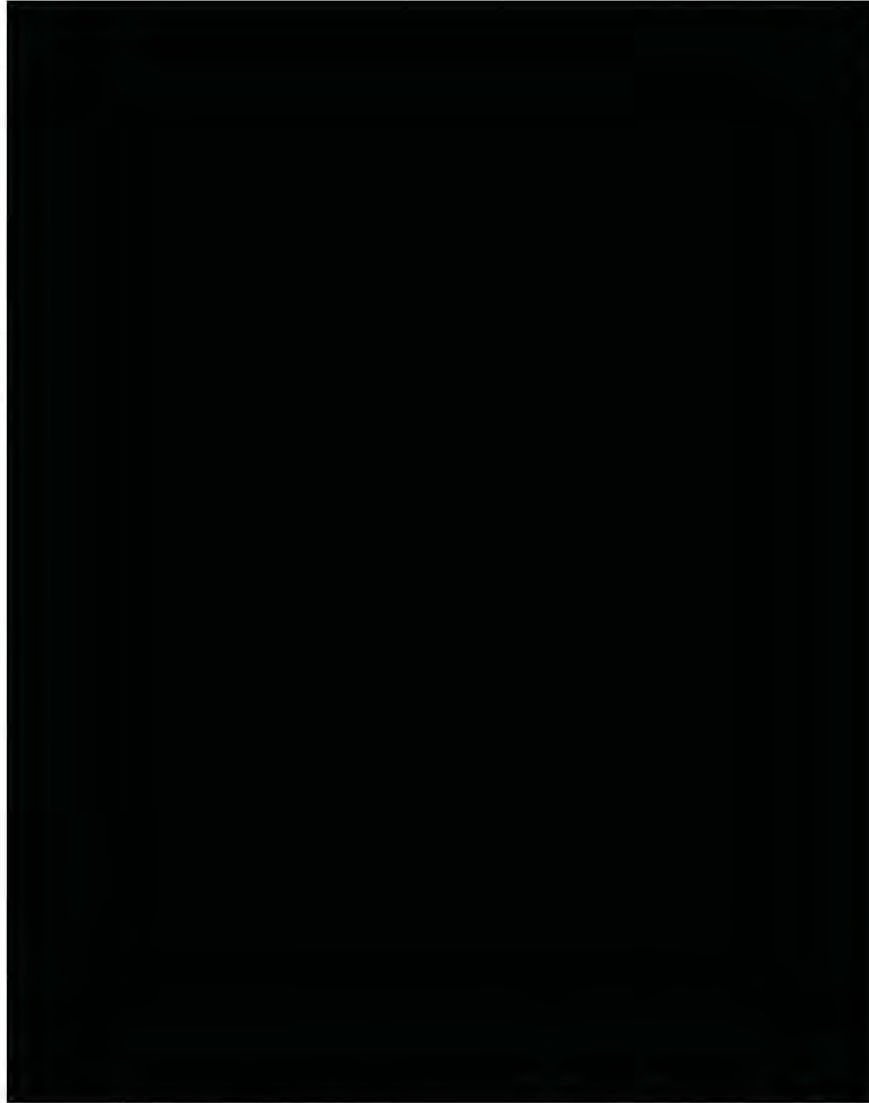
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Screen Total Rewards Toolkit

2739.136

Promotion Increase Panel



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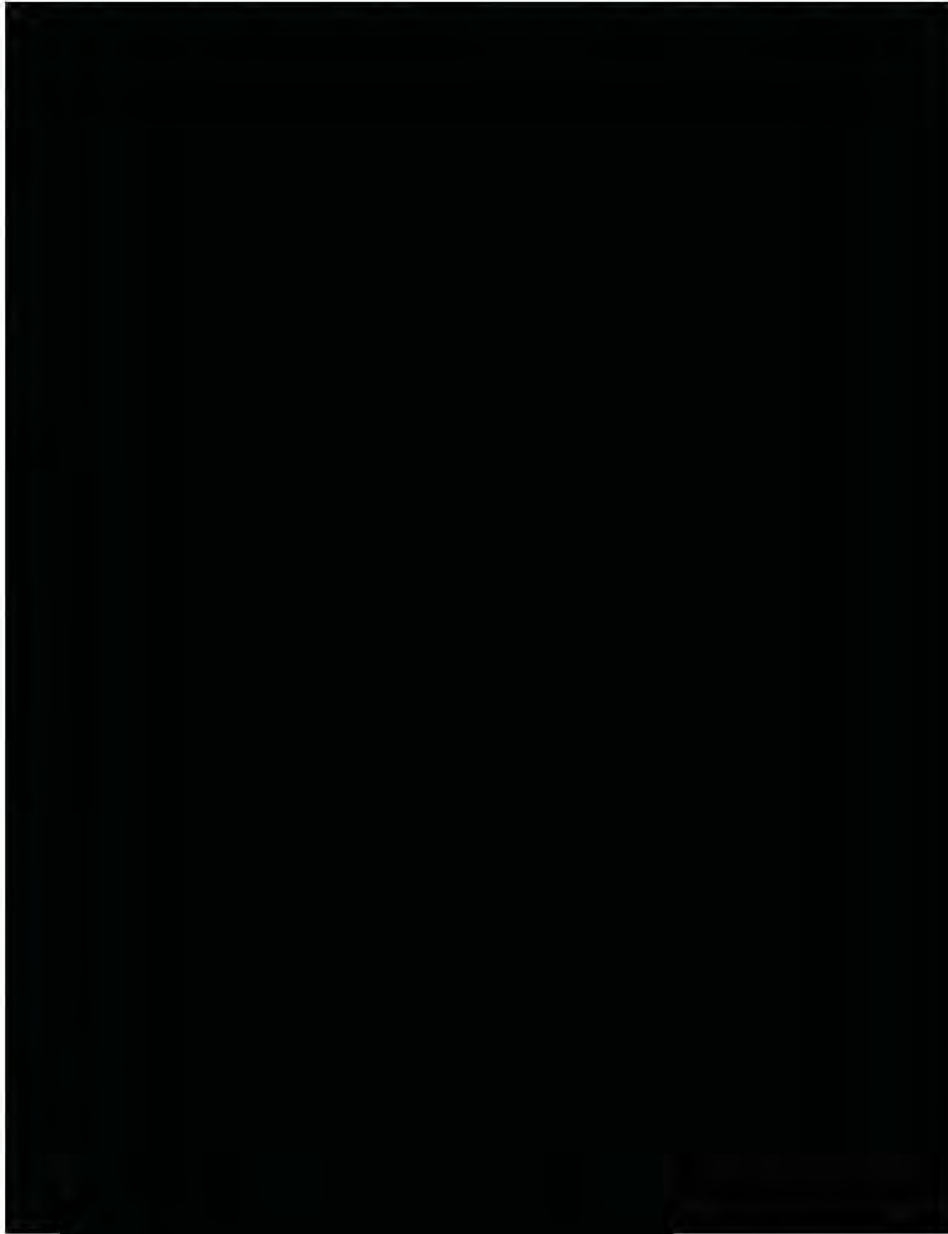
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2739.137

Retention and IPI Bonus



3. Click
“Continue”
go to the
“Review EE
Worksheet”.

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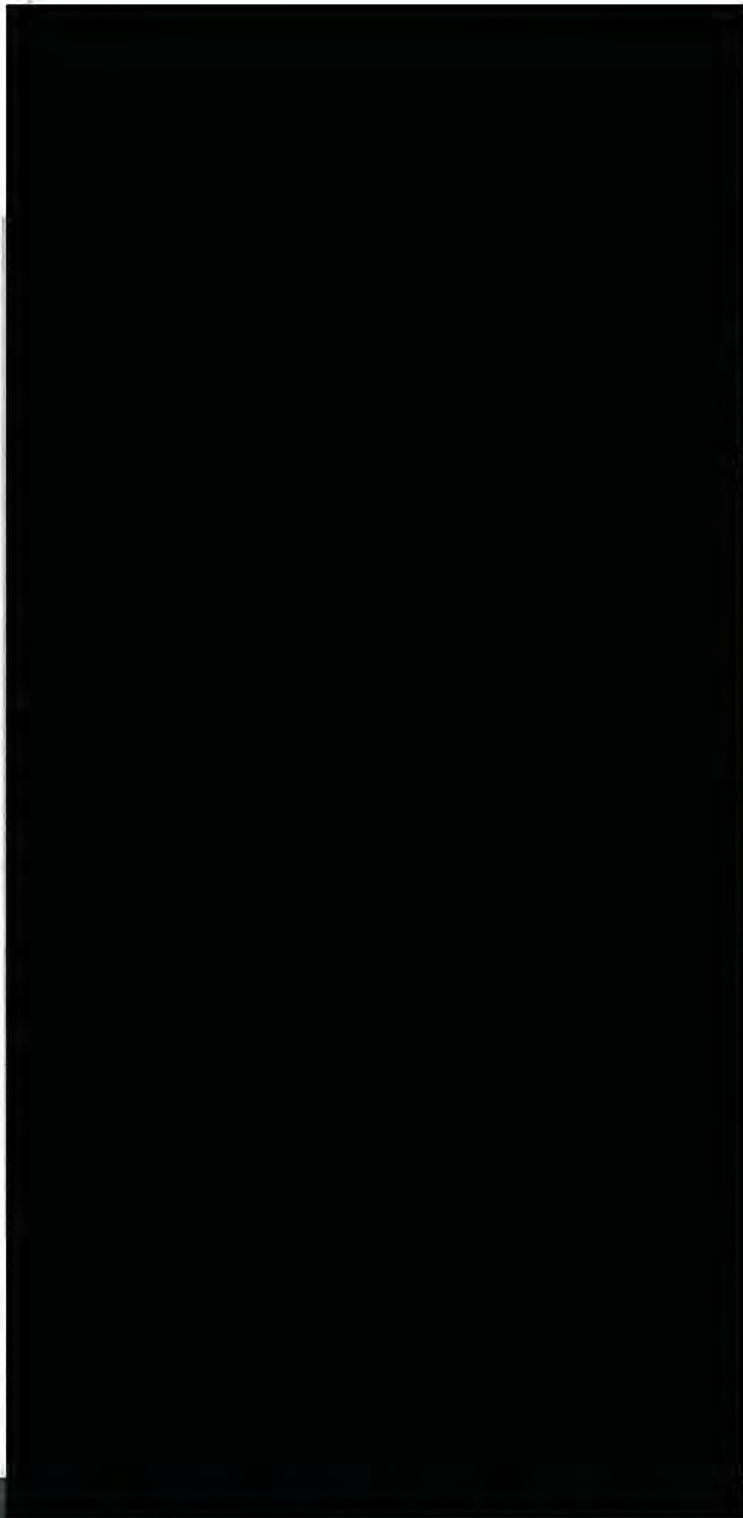
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2739.138

Review Employee Worksheet



2

< Back Save Review >

The Review Employee Worksheet displays a summary of all pay decisions.

1. Click "Edit" to access a specific section of the Individual Worksheets.
2. Click on "Save Review" to save this individual employee review. This is the only way the review will be saved.

Total Rewards Toolkit

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2739.139

Reports - Individual Worksheet



Last Year's Pay Decision Summary Report



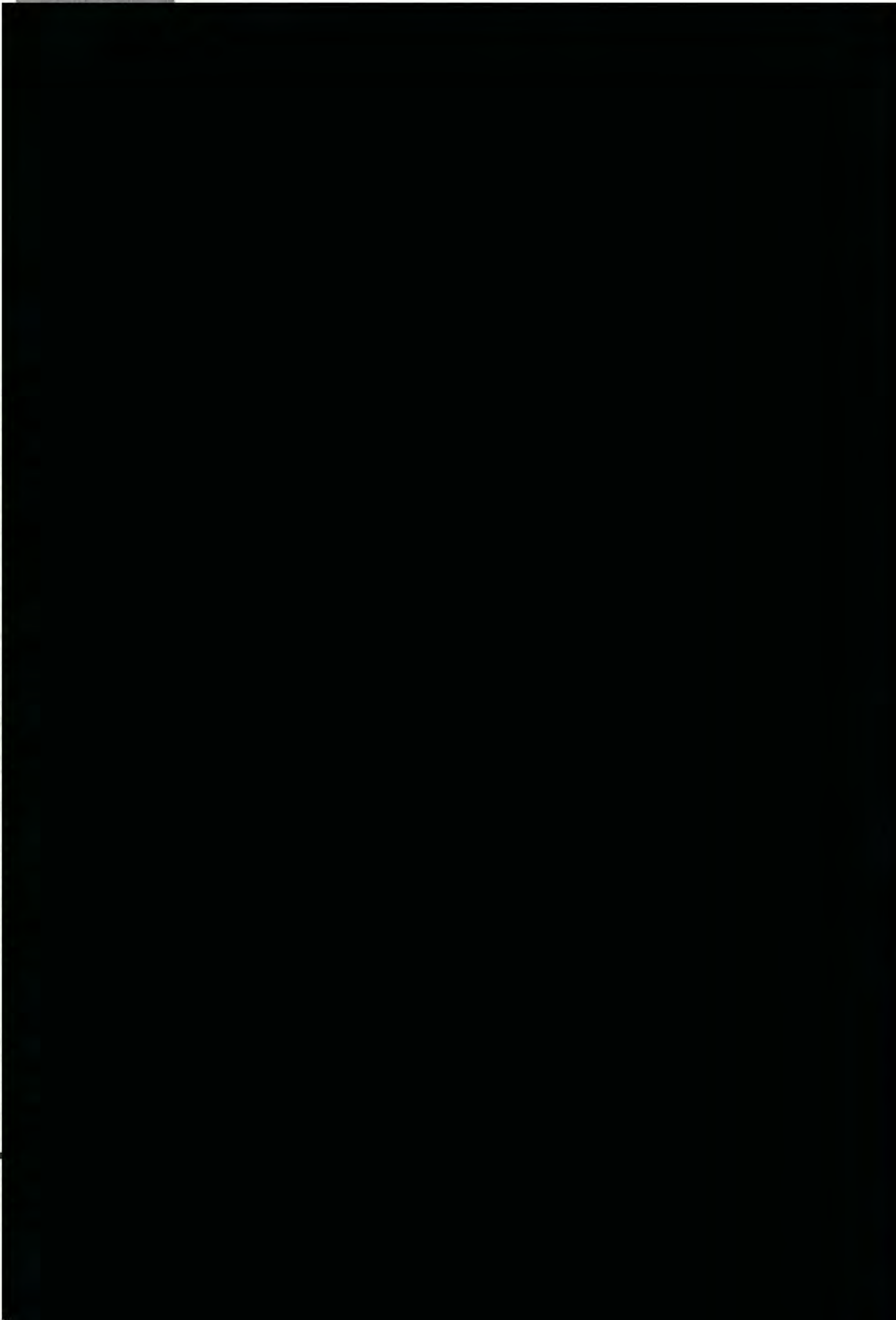
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Reports - Individual Worksheet

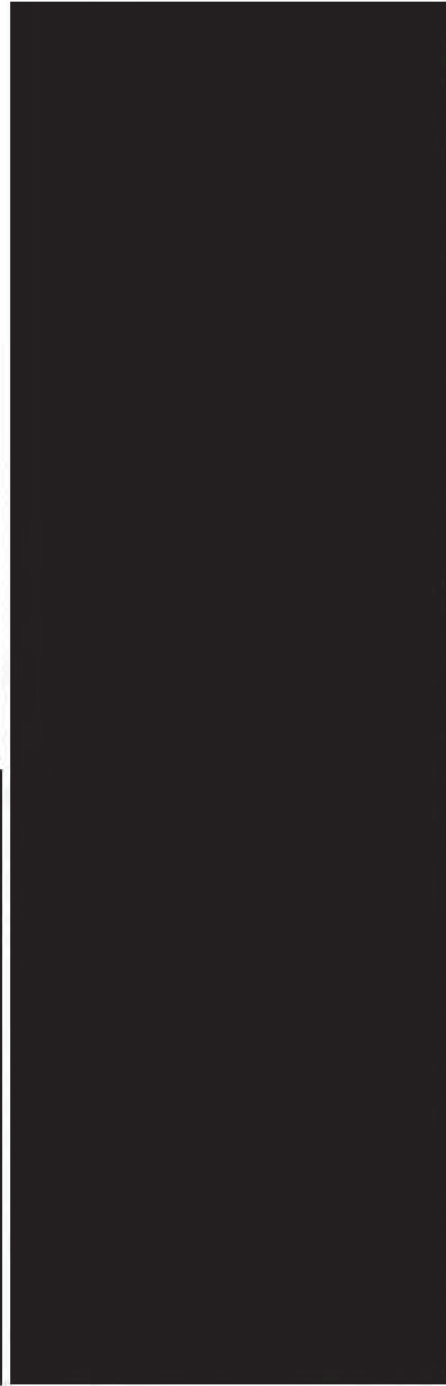


Reports – Manager Summary Screen

New PDT Reports

- Intuit Focal Summary Overall Stats
- Budget Remaining

Other Reports



Summary Reports

Select a report to view:

-- Choose one --

-- Choose one --

Average IPI Award by Performance Rating
Customizable FY'05 Focal Review Information [.xls]
Exception Report [.xls]
FY'05 Focal Review Information [.xls]
FY'05 Promotion Report [.xls]
Intuit Focal Review Summary Stats
Budget Remaining
Performance Rating Distribution
Retention Code Distribution
Total Cash Comparison for FY'04 and FY'05 [.xls]

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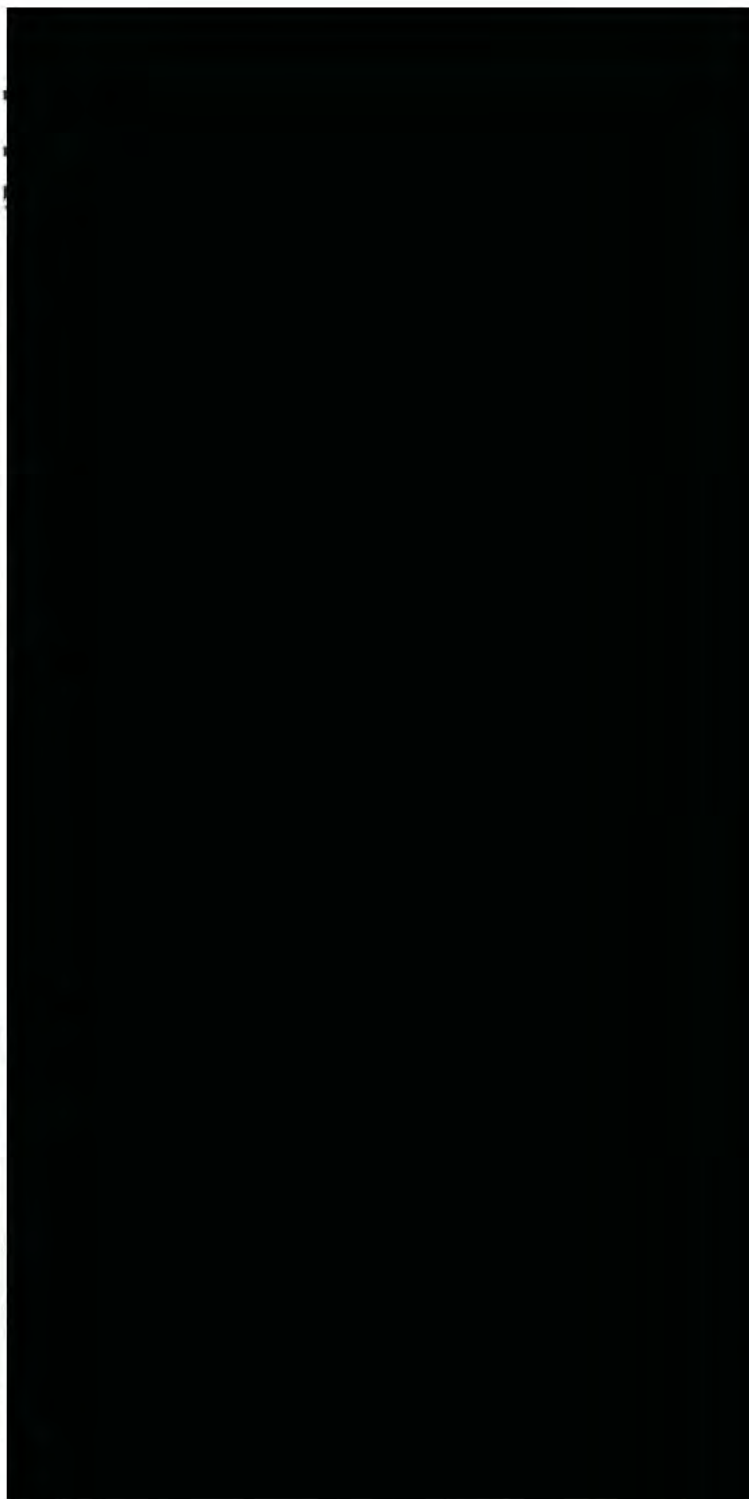
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Report – Examples (New Reports)

Intuit Focal Review
Summary Stats

Budget Remaining



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2739.143

Report - Examples

Performance
Rating Distribution
Performance Rating Distribution

Retention Code
Retention Code



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Submit – Accept – Reject Review



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2739.145

Proxy – Set Up

Pay Decision Tool

Logged in as Booth, Erica G., proxy for Bennett, Stephen M.
HRMTST88 v4.06

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Hello Stephen Bennett,

What would you like to do?

- [Recommend or review employee merit increases](#)
- [Recommend or review employee stock grants](#)
- [Assign a proxy or revoke a proxy](#)
- [Log out](#)



After successfully logging into the PDT, click on the hyperlink
"Assign a proxy or or Revoke a proxy".

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2739.196

Proxy – Set Up

Pay Decision Tool

Logged in as **Doath, Erica G.**, proxy for **Herrera, Joseph G.**
HRMTST88 v4.06



[Help](#) • [Directory](#) • [ToolKit](#) • [FAQs](#) • [Contact Us](#) • [Log Out](#)

Proxies You Grant

Assign a Proxy

You must revoke your current proxy assignment in order to assign a new proxy.

Employee ID:
Start Date:
End Date:



1. **"Assign a proxy"** complete fields and **"Continue to Action Page"**
2. **"Revoke a proxy"** Click on **"Revoke"**.
3. **Individual to Whom you have assigned Proxy Access**
4. Click **"Revoke or Continue to Action Page"**, to go back to the Action Page.

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2739.147

Questions?

- **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the HR Solution Center**
- **Performance management question? – See your HRBP**
- **Pay-for-performance question? – Contact your local HR or the compensation team**
- ***Stock Options – Your HR Leader or the Compensation Team***



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